

Beaumont Hospitals®

June 20, 2006

Ronald P. Lilek
Vice President,
Human Resources

Dear House Commerce Committee Member:

I am writing to request your support for House Bill 6213, legislation amending Michigan's Minimum Wage Law to allow for a continuation of the federal overtime exemptions pursuant to the federal Fair Labor Standards Act. If the Beaumont Hospitals are not allowed to maintain our ability to determine overtime, based on 80 hours per two-week pay period rather than a 40-work week, it will have a devastating impact on maintaining our nursing workforce and continuing to provide around-the-clock patient care.

The Beaumont Hospitals currently employs over 4,400 nurses, and allow them a great deal of latitude in determining the shifts and hours they work in order to keep them in our workforce. Because we must maintain 24-hour-a-day coverage throughout the hospital, we allow nurses to choose whether they want to work an 8, 10, or 12-hour shift. If Beaumont Hospitals were to lose the flexibility that we are currently able to provide our nurses and other employees--and instead must pay overtime to any employee who works in excess of 40 hours in one week (versus 80 over a two week period), this could dramatically impact our overtime salaries.

However, we are much more concerned that limiting employees' options when determining the hours they work will mean that Beaumont will lose many of our nurses to health facilities that don't operate on a 24-hour-a-day basis, such as outpatient surgical facilities or physician offices. Given the nursing shortage, we cannot afford to lose any of our valuable nurses and the patient care services they provide. **Moreover, compromising our ability to effectively staff nursing can directly challenge the quality of care provided to our patients. This affects us all.**

Therefore, I urge the legislature to immediately pass H.B. 6213 to maintain overtime exemptions pursuant to the federal Fair Labor Standards Act. Thank you for your consideration.

Very truly yours,



Ronald P. Lilek
Vice President, Human Resources